

## Episode #50: Three Tips to Accelerate Your Career Growth

Welcome to THE CAREER ACCELERATOR, the podcast where corporate managers will find tips and tools to deliver results through others.

In today's podcast I suggest three tips to accelerate your career growth.

I'm your host, coach Percy Cannon.

In our last episode I indicated how "The Six Types of Working Genius" model can help you and your team members understand the set of skills in which you and they are naturally good at, and in which you and they are not good at and can generate a certain level of frustration.

As a result of this process, you and your team's productivity can be greatly enhanced, especially when mapping out potential gaps within the three stages of work: IDEATION, ACTIVATION and IMPLEMENTATION.

Today I want to share three tips to accelerate your career growth. I will build on the excellent book, *Relentless*, written by Tim Grover.

**1. The first tip is "Be professional. Do the work."** When I read this sentence in Grover's book, it brought back a series of lessons I had learned throughout my early years in the corporate world. One of them was "no typos, no spelling errors" in my written communications. If my memo had a typo, it sent the message that I was being careless. And if my memo had a spelling mistake, it signaled that I didn't know any better....

Another lesson that came to my mind was how to start a business meeting, especially when presenting to senior executives. The tip was to always open with something along the lines of "we are here to discuss" whatever topic or decision I wanted to address. As simple as this may sound, I continue to observe numerous presentations that start with an information dump... and not by clearly stating what the presenter wants to achieve in the meeting.

But my favorite lesson is to never miss a deadline. I was once rightfully scolded when I missed an important deadline. I could tell how upset my manager was... He had to control his emotions after he had been reprimanded by his own manager over the missed deadline. Needless to say, once was enough to learn the ripple effect of missed deadlines.

I see all these lessons as examples of being professional. They highlight the importance of truly working to avoid these and any other element of your work, which could send an unprofessional message to others.

**2. The second tip is: "Figure out what you are good at, then do it. And do it better than anyone else."** I am often asked by clients and acquaintances how to plan a second career. Part of my advice includes a summary of the process I followed a decade ago. It has been useful to them and could be useful to you, too, if you are considering a job or career change.

As I was approaching the half-century mark in my life, with one-half of it lived inside the corporate world, I asked myself the following question: How can I make the rest of my life... the best of my life? By the way, if you have been listening to my podcasts, I always end with the promise to help you make the rest of your life...the best of your life.

Returning to my story, up until that point, I had worked as a corporate executive. I wasn't sure if I should continue in that vein or try something different.

To decide which path to take, I did some deep soul searching in three areas:

1. What were my strengths?
2. What was I passionate about?
3. How could I better serve people?

To answer the first question, what were my strengths, I reviewed the feedback I had received throughout my corporate years from managers, peers and direct reports. I combined this information with my own self-awareness of what I felt I was good at.

The outcome of this process, which also included answers to the other two questions, what I was passionate about, and how I could better serve people, helped me make the necessary adjustments to my Personal Mission Statement and its related professional and personal implications. I decided to start a second career, focused on helping businesspeople, like you, succeed in both your professional and personal roles.

However, there was an element that was missing: a sense of urgency. I was too comfortable inside the corporate world to make a change . . . that is, until two of my kids announced, within a few days apart, that they were each expecting their first child. I asked myself what kind of a grandfather I wanted to be. The short answer was to be a present and engaged one. This was the missing element to trigger the execution of my updated Personal Mission Statement.

As a result of this process, ten years ago I quit my corporate job to do, among other things, what I am doing for you today: helping you make the rest of your life... the best of your life.

You don't need to wait until you turn 50 or any age to determine what you are good at. You are never too young or too old to leverage your strengths to define or redefine what you want to do with your life.

3. **And the third tip, which builds on the previous one, is: "Never stop learning."** Become a professional student. Build on your strengths and aim to be the best in your field. Don't let a year go by without having significantly improved at least one skill crucial to accelerate your career growth. Look into the future and choose a skill that will be required to get your next promotion.

In a recent conversation with a corporate manager, he told me that he thought his boss was deficient in a particular skill that was needed for his position. I asked him what he had done about it. He replied that he had pointed this out to his manager without much success.

I asked him if his expertise in that skill was at the level needed to cover up for his manager's inadequacy.

Since he answered positively, I suggested that he surprise his manager with his own contributions in that particular area and, of course, to do it in such a way that his manager would see it as positive contribution, and not as a challenge to his position.

Last time I checked with him, he said "so far, so good."

Don't ever stop learning. You'll never know when and how you will be able to apply your knowledge to improve your performance results, to accelerate your career growth, or even to fill in for a deficiency your manager may have.

Summarizing, today I shared three tips to accelerate your career growth, building on Tim Grover's book, *Relentless*. They are:

1. "Be professional. Do the work."
2. "Figure out what you are good at, and then do it. And do it better than anyone else."
3. "Never stop learning."

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In our next episode I will share the highlights of a recent interview I did with Maria Eugenia Gonzalez, General Manager for Citibank in Peru, South America. Here's a preview of my interview with her...

This is coach Percy Cannon, working to help you ***make the rest of your life...the best of your life®***.

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### Percy's BIO

Are you an executive or manager in a large corporation who wants to accelerate your career growth and promotability? Percy provides corporate executives, managers and leadership teams with customized coaching programs that help them develop the skills and capabilities needed to significantly increase their business results through others and accelerate their career growth.

Percy is an "alumnus" from three multinational corporations, Procter & Gamble, IBM & Microsoft, with whom he spent close to three decades. Since 2011 he has been helping corporate executives, managers and employees ***make the rest of their life...the best of their life®***.

Percy has worked in the United States and across several countries in Latin America as an Executive Coach, Leadership Team Consultant and Keynote Speaker, serving companies such as Microsoft, Procter & Gamble, Citibank, Tiffany, DSM, Farmatodo & Avianca.

Percy is a Certified Professional Coach from Wainwright Global, Authorized Partner for "The Five Behaviors of a Cohesive Team" and "Everything DiSC", a certified "Go-Giver" speaker & coach, and a CAPA PRO member, the official consultant and practitioner alliance for several methodologies from best-seller author Patrick Lencioni (e.g., "Organizational Health", "The Ideal Team Player", "The 6 Types of Working Genius", "The Truth About Employee Engagement" and others).

Percy published his first book in 2012-13 in English (*The Business Apostolate: Insights to Define and Achieve Your Mission in Life*) and in Spanish (*El Negocio Más Grande de su Vida*). He launched his first iPhone & iPad application, *LifePlan*, in English & Spanish, in 2016, and his podcast, [\*The Career Accelerator\*](#), in May 2020.

He is a consulting partner at Grupo Azimuth and the Chapter Director for the COO Forum in Southeast Florida. He has lived in 9 different cities and 5 countries, and speaks English, Spanish and Portuguese fluently. Percy is married, has 3 children and 6 grandchildren, and is a passionate runner & reader.

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